As a member of the UC faculty, you’ll help shape the quality of life for people throughout California and around the world. No other university does as much for so many.

People make UC great, and our faculty is among the best in the world. UC strives to take care of you and your family with good benefits, a commitment to a diverse academic community, and the opportunity to work with some of the brightest, most visionary thinkers of our time.
Outstanding benefits are among the many rewards of working for UC. We offer a full range of health and retirement savings plans, including a generous pension plan. UC’s benefits are recognized as being among the best available, representing as much as 40 percent of your total annual compensation, depending on your type of appointment. Benefits are also fully portable within the UC system.

**HEALTH CARE**
- Medical plans: choose from among several plans to tailor your medical care protection to the needs of you and your family
- Dental plans
- Vision plan
- Wellness program

**DISABILITY INSURANCE**
- UC-paid basic disability insurance: limited employer-paid temporary disability coverage for pregnancy, illness or injury
- Optional employee-paid supplemental disability insurance: provides expanded protection during pregnancy, extended disabling illness or injury

**LIFE AND ACCIDENT INSURANCE**
- UC-paid basic life insurance
- Optional employee-paid supplemental insurance: additional life and accident insurance for yourself and family members
- UC-paid business travel accident insurance

**TAX-SAVINGS PROGRAMS**
- Health flexible spending account
- Dependent care flexible spending account
- Pre-tax payroll deductions for monthly medical plan premiums

**OTHER PLANS AND PROGRAMS**
- Employee-paid legal plan
- Mortgage origination plan
- Family care resources
- Auto, homeowner, and renter insurance
- ScholarShare, California 529 Plan—to establish a college savings trust via payroll deduction

For more information and details see UC’s employee website, UCnet: ucnet.universityofcalifornia.edu.
THE UC RETIREMENT PLAN

The UC Retirement Plan (UCRP) provides excellent pension benefits, as well as personal and family income protection in the event of pre-retirement disability or death. UCRP is a defined benefit plan in which benefits are based on age, years of UC service and salary. Most UCRP members also have Social Security coverage.

Benefits include:

- Retirement income: lifetime monthly retirement income
- Survivor income: pre- and post-retirement benefits for your eligible survivors
- Disability income: pre-retirement monthly income for eligible members who become totally and permanently disabled
- If you elect monthly retirement income, you may be eligible to continue your UC-sponsored medical, dental, vision and legal coverage when you retire, with UC paying a portion of the monthly premium for medical and dental coverage, depending on your qualifications and plan.

For more information see: ucal.us/retirement

THE UC RETIREMENT SAVINGS PROGRAM

You can add to your retirement security while taking advantage of deferred taxes by participating in the Retirement Savings Program. The Program comprises three plans to which you can contribute:

- Tax-Deferred 403(b) Plan
- 457(b) Deferred Compensation Plan
- Defined Contribution (DC) Plan

You can choose to invest in a diverse selection of UC-monitored fund options as well as other non-UC monitored investments and mutual funds. You may contribute to either the 403(b) or the 457(b) Plan, or both at the same time. Each plan has the same annual maximum contribution limit, but they are separate plans—you can double the amount of your annual tax-deferred contributions by participating in both. The DC Plan is available for after-tax contributions.
WORK-LIFE BALANCE
Balancing the needs of career and family can sometimes be a challenge for faculty, and UC supports family accommodation to achieve an equitable and productive academic environment. We have established policies and programs to assist faculty and other academic appointees in integrating the demands of work and family.

FAMILY-FRIENDLY POLICIES AND PROGRAMS
- Career relocation assistance for partners
- Childbearing leave
- Parental leave
- Stopping the tenure clock
- Part-time and reduced appointments
- Campus childcare services and eldercare assistance
- Domestic partner benefits

FACULTY LEAVES
- 13 paid holidays per year
- Sick leave
- Sabbatical leave
- Paid leave for governmental service
- Paid leave to attend professional meetings
- Paid military leave
- Other paid and unpaid leaves (eligibility for some leaves depends on appointment type and tenure status)

OTHER PLANS AND PROGRAMS
- Housing and rental assistance
- Family care resources

For more information see: ucal.us/acadfamilyfriendly
LOCAL ASSISTANCE AND SERVICES

• Your location’s Academic Personnel and/or Benefits Office

RESOURCES

• Academic Personnel website: ucop.edu/acadpersonnel/
• Family-friendly policies and programs: ucal.us/acadfamilyfriendly
• UC employee website: ucnet.universityofcalifornia.edu
• Faculty mortgage and housing assistance services: ucop.edu/facil/olp
• Medical Plan Chooser: uc.chooser2.pbg.org
• Disability and Life Insurance Calculator: ucal.us/premiumcalculator
• Total Compensation Calculator: ucal.us/totalcomp
• UC Retirement Plan Benefit Estimator: ucal.us/UCRPestimator
By authority of the Regents, University of California Human Resources, located in Oakland, administers all benefit plans in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations, group insurance contracts, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by the Regents. Source documents are available for inspection upon request (800-888-8267). What is written here does not constitute a guarantee of plan coverage or benefits—particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here indefinitely; however, the benefits of all employees, retirees, and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums, employer contributions and monthly costs at any time. Health and welfare benefits are not accrued or vested benefit entitlements. UC’s contribution toward the monthly cost of the coverage is determined by UC and may change or stop altogether, and may be affected by the state of California’s annual budget appropriation. If you belong to an exclusively represented bargaining unit, some of your benefits may differ from the ones described here. Contact your Human Resources Office for more information.

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) provides for continued coverage for a certain period of time at applicable monthly COBRA rates if you, your spouse, or your dependents lose group medical, dental, or vision coverage because you terminate employment (for reasons other than gross misconduct); your work hours are reduced below the eligible status for these benefits; you die, divorce, or are legally separated; or a child ceases to be an eligible dependent. Note: The continuation period is calculated from the earliest of these qualifying events and runs concurrently with any other UC options for continued coverage. See your Benefits Representative for more information.

In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University’s affirmative action and equal opportunity policies:

FOR STAFF
Systemwide AA/EEO Policy Coordinator
University of California, Office of the President
1111 Franklin St, 5th Floor, Oakland, CA 94607

FOR FACULTY
Office of Academic Personnel
University of California, Office of the President
1111 Franklin St, Oakland, CA 94607